Cyber/IT Test Development Project Overview

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In 2006, an Armed Services Vocational Aptitude Battery (ASVAB) Review Panel, with expertise in personnel selection, job classification, psychometrics, and cognitive psychology developed several recommendations for changes to the military enlistment test. One recommendation was to develop and evaluate a test of information and communications technology literacy to supplement current ASVAB content. Work has included a review of the literature and development of a working definition, test content taxonomy, and test items and forms. The Cyber Test (CT) has been validated against final school grades (FSGs) for several Air Force and Navy cyber training specialties. In addition, the CT has been administered to a large sample of military applicants to develop subgroup norms and examine construct validity. Results indicate the CT has predictive validity versus technical training FSGs and incremental validity comparable to the ASVAB technical knowledge tests when used with the ASVAB AFQT as a baseline. Further, the CT demonstrates smaller subgroup differences than the ASVAB technical knowledge tests and, like General Science, assesses both technical knowledge and verbal ability. The Air Force, Army, and Navy each are conducting studies to integrate the Cyber Test into the enlisted classification process.